

UNOFFICIAL MEETING MINUTES

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1 STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

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3 **Proceedings At:**

4 **School Committee Town of Cumberland**

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6 **IN RE: School Committee Meeting**

7 **DATE: Thursday, October 9, 2008**

TIME: 8:00 P.M.

8 **PLACE: Cumberland High School**
Auditorium

9 **2600 Mendon Road**

Cumberland, RI

10

11 **School Committee Members:**

12 **Frederic C. Crowley, Chairperson**
 W. David Wagner, Vice Chairperson

13 **Karen MacBeth, Clerk**
 Lisa Beaulieu

14 **Donald J. Costa**
 Robert C. Thibodeau

15 **Earl T. Wood**

16

APPEARANCES:

17

FOR THE SCHOOL COMMITTEE:

18

Joseph A. Rotella, Esquire

19

20 **ALSO PRESENT:**

21 **Donna A. Morelle, Ed.D./Superintendent**
 Susan C. Carney, Ph.D./Assistant

22

23

24

1 **(HEARING COMMENCED AT 8:10 P.M.)**

2 **MR. CHAIRMAN: It's approximately**

3 **ten past eight, and the first thing, Mr. Wagner,**

4 **would you please be so kind as to lead us in the**

5 **Pledge of Allegiance.**

6 **(PLEDGE OF ALLEGIANCE)**

7 **MR. CHAIRMAN: Thank you,**

8 **Mr. Wagner.**

9 **MR. WAGNER: I'd like to make a**

10 **motion to seal the executive minutes, please.**

11 **MR. WOOD: Second.**

12 **MR. CHAIRMAN: Motion by Mr. Wagner**

13 **to seal the executive minutes, second by**

14 **Mr. Wood. Discussion? All those in favor?**

15 **Opposed? Hearing no opposition, the ayes have**

16 **it.**

17 **Next item on the agenda is Approval**

18 **of the Agenda. Mr. Wood?**

19 **MR. WOOD: Mr. Chairman, I would**

20 **like to take Item No. 8, Student Government**

21 **Report and move it up -- I'm sorry, that's**

22 **No. 7. I'd like to move it up to after Approval**

23 of Agenda.

24 MR. WAGNER: I'd like to second

25 that.

3

1 MR. CHAIRMAN: Motion by Mr. Wood,

2 second by Mr. Wagner. Discussion? All those in

3 favor? Opposed? Hearing no opposition, the

4 ayes have it.

5 Now, on the Approval of the Agenda

6 As Amended?

7 MR. WAGNER: So moved.

8 MR. WOOD: Second.

9 MR. CHAIRMAN: Motion by Mr.

10 Wagner, second by Mr. Wood. All those in favor?

11 Opposed? Hearing none, the ayes have it.

12 May we have the Student Government

13 Report. And students, when you come up, please

14 give your name, your grade, so that the

15 stenographer may record the same.

16 MS. BLANK: I'm Sara (inaudible),

17 I'm a junior, I'm here to represent Student

18 Government, I'm here for the junior class.

19 (Inaudible) September 27th and 28th and we had

20 about 100 students in attendance and

21 volunteering to the public.

22 **MS. BLANK: (Inaudible) This was my**

23 **schedule for September 26th, but was canceled**

24 **due to lack of attendance.**

25 **MR. CHAIRMAN: Mr. Rotella is our**

4

1 **technology person.**

2 **On Tuesday, October 7th, we held**

3 **our first blood drive of the year. Spirit week**

4 **is the week of October 19th through the 25th,**

5 **and on the 19th we had the cleanup and it is**

6 usually held at the high school, but we decided
7 to have it at the House of Compassion this year,
8 and it ends on the 24th we have our Homecoming
9 game against Shea High School, and the 25th
10 we're having our Homecoming dance. Thank you
11 very much.

12 MR. CHAIRMAN: Thank you, very
13 much, good job.

14 Next item on the agenda is
15 Recognition of Achievements. Dr. Morelle?

16 MS. MORELLE: While we're working
17 on the microphone, I will speak from my seat
18 before I call up those folks that we are

19 recognizing this evening. We have two separate
20 recognitions, one this evening is the Strategic
21 Planning Committee of whom you will here from
22 later when we make a presentation of the new
23 Strategic Plan, and I will be introducing the
24 committee to you shortly; and the first
25 recognition this evening is a very special

5

1 recognition to one of our teachers and one of
2 our military personnel who is returning from
3 Iraq to his service in the school system. He'll

4 **be returning to his position as a social studies**
5 **teacher on Tuesday morning, and I would like to**
6 **call to the podium our colleague and Specialist**
7 **Derrick Davenport.**

8 **(APPLAUSE)**

9 **MS. MORELLE: He deserves that very**
10 **much, and it was a great pleasure to be able to**
11 **invite Derrick here this evening, and even a**
12 **greater pleasure to be able to do a little**
13 **homework and find out of some of the**
14 **opportunities that Derrick had when he was in**
15 **the military. So although I probably will**
16 **embarrass him a little bit, and he already knows**

17 that, I'd like to take an opportunity to read to
18 everyone this evening what his officers and
19 sergeants have told us about his military duty.

20 First of all, Specialist Derrick

21 Davenport joined the military in April 2005 and
22 attended basic training and advanced individual
23 training at Fort Sill, Oklahoma. There he
24 became an administrative specialist and was
25 assigned to the First 103rd Division Field

1 Artillery.

2 **Shortly after completing his**
3 **advanced individualized training he volunteered**
4 **to deploy with the First 103rd Field Artillery**
5 **to Iraq in December 2007. During the deployment**
6 **his mission was security operations at juvenile**
7 **containment facility at Camp Cropper. During**
8 **his service he received the following awards:**

9 **The Army Good Conduct Medal, the**
10 **Iraq Campaign Medal, Global War on Terrorism**
11 **Service Medal, the Army Service Ribbon, the**
12 **National Defense Service Medal, and an Overseas**
13 **Service Ribbon.**

14 **In addition to that, Sergeant**

15 **Jeffrey Andrade tells us about some of the**
16 **experiences that Specialist Davenport had during**
17 **his duty:**

18 **"He served in Bagdad, Iraq, from**
19 **December 2007 through September 2008 in support**
20 **of Operation Iraqi Freedom. During this time**
21 **the unit's primary mission was to ensure the**
22 **care and custody of juvenile detainees while en**
23 **route to, during, and en route from a juvenile**
24 **detainment educational facility. The unit would**
25 **provide transportation from the correctional**

1 facility where the juveniles were incarcerated
2 to an educational facility. The soldiers would
3 operate the buses as well as provide a guard
4 force to ensure the detainees were under
5 constant supervision."

6 Ever the educator. "In addition to
7 his duties that the unit was responsible for on
8 a day-to-day basis, Specialist Davenport
9 developed and implemented a curriculum to assist
10 the Iraqi educator to learn and understand the
11 English language. The curriculum included a
12 testing and evaluation process which allowed him

13 to group the educators into the various
14 knowledge and ability levels. This program was
15 developed and taught in addition to Specialist
16 Davenport's regular assigned duties.

17 His dedication to educating the
18 Iraqis is only one of the examples of
19 professionalism displayed on a daily basis
20 during the duration of his deployment."

21 I'm incredibly proud of you.

22 (APPLAUSE)

23 MR. DAVENPORT: Thank you very
24 much, guys, I really appreciate it. I'm very
25 glad I went, glad I volunteered, it's something

1 I've always wanted to do, something I can bring
2 to this classroom now. So thanks very much for
3 this, I appreciate everything, and I can't wait
4 to come back.

5 MR. CHAIRMAN: Derrick, we'd like
6 to congratulate you personally.

7 MS. MORELLE: At this time, I'd
8 also like to recognize those members of the
9 District Strategic Planning Committee who were
10 here this evening or who were not able to be

11 here this evening, but have worked diligently
12 over the past six months in a collaborative
13 effort to bring forward a blueprint for the
14 district to improve student achievement and to
15 improve the climate and culture of the school
16 system.

17 When I call your name, please come
18 forward to receive your recognition from the
19 school committee, and I know that they would
20 like to also recognize you and you can receive
21 their handshake.

22 I'll begin with Stephanie

23 Baczynski, Lisa Beaulieu. While Lisa's on her

24 way up I'll read this certificate:

25 Presented to Lisa Beaulieu in

9

1 recognition of your dedication as a member of
2 the Strategic Planning Committee 2008, and
3 there's a quote from the vision statement that
4 the committee wrote. "We envision a learning
5 community established and supported to
6 collaboration among the students, families,
7 educators, and the community."

8 Dr. Carney, Lisa Colwell, Martha

9 Douglas-Osmundson, Karen Freedman, Elise Geddes,
10 Dorothy Gould, Dr. Thomas Kenworthy, Peter
11 Langton, Robert Legacy, Jessica Macedo, Roderick
12 McGarry, Leigh Martin, Anthony Nobrega, Ryan
13 Pearson, Rosemary Reilly-Chammat, Kathleen
14 Richard, Linda Rosasco, Robert Thurston.

15 Later on this evening you will be
16 hearing from members of the committee, but I
17 would like to give them a round of applause for
18 their six-months work.

19 MR. CHAIRMAN: Thank you,
20 Dr. Morelle. Is there any other Recognition of
21 Achievements?

22 MS. MORELLE: No.

23 MR. CHAIRMAN: Next item is the

24 Chairperson's Report. Just by way of beginning,

25 my wife received a little notice from the Rhode

10

1 Island Tree Council and she knows that I like to

2 give Dr. Morelle a hard time about killing all

3 the trees, and she asked me if I would like to

4 bring that in to Dr. Morelle. I did, and you

5 have it, and you can do whatever you wish with

6 it, and I sure hope you will kill less trees in

7 the future.

8 **Next, is there a sign-up sheet at**
9 **the podium? Anyone that wants to speak you can**
10 **sign up on this. There is a five-minute rule,**
11 **you have five minutes to speak, no personal**
12 **attacks, no -- please be civil to your fellow**
13 **men and women, and please speak nothing about**
14 **court cases, grievances or arbitrations. That**
15 **is especially important. No politics, which is**
16 **also especially important. If you have to speak**
17 **about politics, please take out an ad in the**
18 **local newspapers.**

19 **Next item, Comments From the**

20 Public. First person is Brian Kelly.

21 Mr. Kelly.

22 MR. KELLY: Thank you. Most people

23 in here today probably saw an article in the

24 Valley Breeze today. It dealt with a

25 confidential memorandum that was apparently

11

1 leaked to the Valley Breeze by Mr. Thibodeau.

2 Some interesting information in that article.

3 There's a quote attributed to Mr. Thibodeau

4 saying that Mr. Costa, quote, "Is a lawsuit

5 waiting to happen," and that he, Mr. Thibodeau,
6 cannot put the district through that.

7 Couple of questions I have, I don't
8 expect any answers, but how is it that
9 Mr. Thibodeau happened to come in possession of
10 confidential memorandum if all members do not
11 have a copy; who gave it to Mr. Thibodeau and
12 for what reason?

13 Then we have to ask why was
14 Mr. Costa upset in the first place that led to
15 this memorandum. It was reported in one medium
16 (sic) last school year that there was a field
17 trip for special needs students to Florida, and

18 apparently there were two teachers on the
19 returning trip decided to take an airline up on
20 their offer to be bumped from the flight and
21 accept free tickets, and the students and the
22 rest of the chaperones continued home.

23 You know, that's troubling. If I
24 were Mr. Costa I would be irate also, because I
25 don't know what this school is taking against

1 the teachers, I don't know if they're allowed to
2 keep the airline ticket, but the fact that we

3 have teachers at school who took it upon
4 themselves, who obviously it was felt that they
5 were needed to chaperone the kids down to
6 Florida, to allow these kids to come back with
7 reduced chaperone staffing is reprehensible, and
8 if I was Mr. Costa I'd be irate, and I don't
9 understand why Mr. Thibodeau himself wouldn't be
10 irate about it.

11 But when you take a look at the
12 quote about Mr. Costa putting the district at
13 risk and being a lawsuit waiting to happen,
14 let's really look at who is the risk in the
15 school district.

16 I don't think it was Mr. Costa who
17 physically attacked a fellow member of the
18 School Committee during negotiations in 2006 --

19 MR. CHAIRMAN: You're out of order
20 there, Mr. Kelly.

21 MR. KELLY: No --

22 MR. CHAIRMAN: You're not? You're
23 not out of order? Mr. Kelly's not out of order.

24 MR. KELLY: First Amendment, thank
25 you, don't interrupt me.

1 **MR. CHAIRMAN:** Mr. Kelly, if you
2 continue to attack a member of this committee
3 I'm going to shut you down.

4 **MR. KELLY:** I'm speaking about
5 facts that were reported in the media, thank
6 you.

7 **MR. CHAIRMAN:** You are attacking a
8 person who is a member of this committee.
9 Continue to do so, and we'll shut you down.

10 **MR. KELLY:** Thank you. Thank you.

11 It was Mr. Thibodeau who sat in the
12 Finance Subcommittee and revealed personal,
13 confidential information which I believe, again,

14 putting the district at risk.

15 MR. CHAIRMAN: What confidential

16 information was that, Mr. Kelly?

17 MR. KELLY: Naming the individual

18 involved in the lawsuit --

19 MR. CHAIRMAN: That was public

20 information.

21 MR. KELLY: It wasn't.

22 MR. CHAIRMAN: Yes, it was

23 Mr. Kelly, I'm sorry.

24 MR. KELLY: And again, it was

25 Mr. Thibodeau who apparently leaked this

1 confidential memorandum to the Valley Breeze.

2 So if you take this all into account, you have

3 to wonder who really is the risk of the School

4 Department.

5 There's another issue that I have

6 related to disclosure of confidential

7 information, a letter sent to the Administration

8 and the School Committee which apparently a

9 former member of the School Committee was

10 allowed to read. It was a letter written by a

11 parent who spoke at one of the public meetings

12 about the Spatial Utilization Task Force. He
13 had objections about what actually this School
14 Committee plan may not take. I don't personally
15 agree with that person's view, but apparently
16 this former member was allowed access to and
17 read confidential information that was for
18 committee eyes only, administration eyes only.
19 So everybody can draw the dots as to where that
20 information came from. Thank you.

21 MR. CHAIRMAN: The next person is
22 Bill Hicks, H-I-C-K-S.

23 MR. HICKS: Good evening, Bill
24 Hicks. I think you all know me. I'm here

25 tonight to voice my opinion as a taxpayer about

15

1 not giving any more or considering any more new

2 contracts for administrators for the time being.

3 And I'm against that speaking as a taxpayer.

4 I'm asking that this School

5 Committee not vote on any more administrator

6 contracts, because I think the public should be

7 aware of the pending lawsuits against these

8 administrators, and I would like to see results

9 from these lawsuits before we give any more

10 contracts. And if wrongdoing is found, then I
11 wouldn't suspect that they would be offered new
12 contracts.

13 So I don't know if you knew those
14 were filed with the town, but they are. So I
15 would request that you give serious thought to
16 finding about those lawsuits, hearing what the
17 court says, then talk about achievement awarding
18 contracts for good work. Thank you, Committee.

19 MR. CHAIRMAN: Thank you.

20 The next item is Reports of
21 Standing Committees. Mr. Wagner or Mr. Wood?

22 MR. WAGNER: Mr. Wood can go first.

23 MR. WOOD: Yes. The Property

24 Subcommittee met on Tuesday night. Things we

25 talked about, we talked about our five-year

16

1 maintenance plan, a sump pump for the Cumberland

2 Hill School, lockers for the pool wing, carbon

3 monoxide detectors, and miscellaneous items.

4 Basically, we received a five-year

5 plan from the Administration, or just a draft

6 actually, it's a draft plan. I don't know if

7 all the committee members have it; if not, we

8 can get you copies. It's just basically some of
9 the items that our facilities director feels
10 needs to be done within the next five years.
11 What we ask the administrators to do,
12 Dr. Morelle and Richard Hilton, is to go back
13 and give this paper to all the principals and
14 have them prioritize them for us. So we'll have
15 another subcommittee on this priority list of an
16 assessments plan.

17 So if anybody wants a copy, we can
18 get you a copy of the plan. It's basically a
19 skeleton right now.

20 MR. CHAIRMAN: And you'll be taking

21 a remedial science class, I heard?

22 MR. WOOD: Yes.

23 Basically the sump pump at

24 Cumberland Hills School, basically during

25 construction we found out there is some water

17

1 that goes into the basement. We have a plan

2 that's already been drawn up, it came through

3 the 3.5 Building Committee to put a sump pump

4 unit or better sump pump unit down there,

5 directing the water. We had the water level

6 tables tested, we found out where they were, and
7 basically what we asked the administration to do
8 was we asked them to review the plan and then
9 advertise for an RFP throughout the budget and
10 go out to bid for the sump pump at Cumberland
11 Hills School.

12 Lockers for the pool wing is still
13 something that we are still in discussion with.

14 There are still some funds left for the 2010
15 Project. We did, myself and Mr. Hilton met with
16 the mayor. We're basically waiting for the
17 audit to be done on the plan itself to release
18 any other funds from that month. So that's

19 where that is.

20 And now No. 4, carbon monoxide

21 detectors. Actually Mr. Hilton, our facilities

22 director, did get us a quote from Sonitrol which

23 is our alarm company, and these detectors will

24 be put or hooked to the Sonitrol and be

25 monitored 24 hours a day. Basically the

18

1 investment right now is about \$600 per school,

2 so it's about 6,000 to \$7,000 to have this

3 monitored, but it also comes with a monthly bill

4 and a renewal for the monitoring, a fee for the
5 monitoring places. We ask the administration
6 also to budget this in February so we can have
7 these put in next summer.

8 MR. CHAIRMAN: Thank you, Mr. Wood.

9 MR. WOOD: Okay. Some of the other
10 micellaneous items we talked about under
11 Maintenance Issues was the Guidance Department
12 here at the high school. When the monies or if
13 the monies get released, we need to upgrade or
14 dress up the Guidance Department. It was not
15 one of the rooms that got a makeover during the
16 2010 Project.

17 We also need to look again at the
18 pool lockers. We talked about the home ec room
19 also, about getting something, some upgrades
20 there also under miscellaneous items.

21 So coming back in front of the
22 Committee, I hope to have a meeting prior to our
23 next meeting, to talk more about the five-year
24 plan, where we are with that.

25 MR. CHAIRMAN: We have had an

1 action of items for the next meeting, Mr. Wood?

2 **MR. WOOD: I believe we will.**

3 **MR. CHAIRMAN: Any questions of**

4 **Mr. Wood? Thank you, Mr. Wood.**

5 **Next is Payment of Bills.**

6 **MR. WAGNER: The Finance**

7 **Subcommittee met up there, they met there around**

8 **quarter past 7 this evening, and the first item**

9 **on our Agenda was the Payment of Bills. The**

10 **first register we took was register No. 1's**

11 **total of \$36,627.53. I'd like to make a motion**

12 **that we go ahead and pay that bill.**

13 **MR. CHAIRMAN: Motion by**

14 **Mr. Wagner.**

15 MS. BEAULIEU: Second.

16 MR. CHAIRMAN: Second by Ms.

17 Beaulieu. Discussion? All those in favor?

18 Opposed?

19 MRS. MACBETH: Aye.

20 MR. CHAIRMAN: It's 6 to 1 with

21 MacBeth against.

22 MR. WAGNER: The remaining seven

23 registers and a total \$757,035.98. I'd like to

24 make a motion that we go ahead and approve that,

25 and that is everything within those registers

1 except for one invoice for \$360 and that is for
2 some aerial photographs, and we're not sure that
3 that's not a bill that's already been paid. So
4 I'd like to make a motion to approve the
5 remainder.

6 MR. CHAIRMAN: Motion by Mr. Wagner
7 to approve the remainder other than the aerial
8 photographs.

9 MR. WOOD: Second.

10 MR. CHAIRMAN: Second by Mr. Wood.

11 Discussion? All those in favor? Opposed?

12 Hearing no opposition, the ayes have it.

13 **MR. WAGNER:** Mr. Chairman, the next
14 item was the Approval of a Vote to Award a Bid
15 For Auto Scrubbers, and that is --

16 **MR. CHAIRMAN:** A lot of people want
17 to know what auto scrubbers are.

18 **MR. WAGNER:** They are machines that
19 will assist our staff in maintaining cleanliness
20 and the state of the flooring. So they are
21 machines that help keep the floors clean.
22 They're automated, and we have here a request to
23 purchase two of them from a company by the name
24 of M.D. Stetson Company. The total that they're
25 requesting is \$17,994.99. And I'd like to make

1 a motion to go ahead and award that contract.

2 It is off of the state bid.

3 **MR. CHAIRMAN: Motion by Mr.**

4 **Wagner.**

5 **MS. BEAULIEU: Second.**

6 **MR. CHAIRMAN: Second by Ms.**

7 **Beaulieu. Discussion?**

8 **MR. WOOD: How many scrubbers is**

9 **that? Is it one, two?**

10 **MR. WAGNER: Two, I believe.**

11 MR. WOOD: Mr. Hilton, what schools
12 are they for?

13 MR. HILTON: The high school.

14 MR. WOOD: Any special training for
15 any of these?

16 MR. HILTON: No.

17 MR. WAGNER: You don't have to
18 drive an 18-wheeler, or anything?

19 MR. WOOD: Zamboni or anything?

20 MR. HILTON: No.

21 MR. CHAIRMAN: Any further
22 discussion?

23 MR. WOOD: Is it budgeted?

24 **MR. WAGNER:** It is a budgeted item
25 under the Master Lease. I'm sorry, it's under

22

1 the maintenance budget which will be reimbursed
2 by the Town of Cumberland.

3 **MR. COSTA:** I'll make an amendment
4 not to exceed those numbers.

5 **MR. WAGNER:** I can agree to that,
6 not to exceed. I'll pull back my original
7 motion, make a motion to accept not to exceed
8 the bid.

9 MR. COSTA: Second.

10 MR. CHAIRMAN: Second by Mr. Costa.

11 Any further discussion? All those in favor?

12 Opposed? Hearing no opposition, the ayes have
13 it.

14 MR. WAGNER: And the last item we
15 went over was the FY '09 Budget Reconciliation,
16 and that was to do with budget adjustments. As
17 you're aware we had money that was provided by
18 the town and it was a clarification of a \$50,000
19 appropriation from the town for school
20 improvement. That was -- we were under the
21 impression when we had originally budgeted these

22 items that this was going to be something held
23 by the town that they would reimburse us for.

24 I guess it was later on so they
25 moved it down so it was actually monies that

23

1 came to us in our budget.

2 So the first three items on there,
3 if you look, you'll see Superintendent Budget
4 Purchases and Superintendent Budget Purchases,
5 Services School Improvement Fund and Assistant
6 Superintendent Budget Purchase Services. That

7 is the \$50,000 that comes from the town.

8 The next item, everything that's

9 under that, is based off of reclassification,

10 once you have the job pools, hires that go into

11 different positions, the numbers have changed,

12 and what these are is just a reallocation of

13 those monies based on where we expect them to

14 fall in. If there's any questions about it I'd

15 be glad to answer if I can.

16 But the matter of fact is the

17 \$50,000 to the budget and again, we discussed

18 that with the committee. I'd like to make a

19 motion that we go ahead and accept these as

20 presented.

21 **MR. CHAIRMAN: Motion by Mr. Wagner**

22 to accept the budget reconciliation as

23 presented?

24 **MR. COSTA: Second.**

25 **MR. CHAIRMAN: Discussion?**

24

1 **MRS. MACBETH: Can you just clarify**

2 that motion?

3 **MR. WAGNER: I'm sorry, yes. The**

4 \$20,462 has not been identified for a specific

5 purpose yet, and what we would like to do as
6 part of that motion is that the superintendent
7 please come back before the committee before
8 those monies are extended. Thank you.

9 MR. CHAIRMAN: How much are we
10 extending in this motion?

11 MR. WAGNER: That's \$20,462, but
12 we're not extending it, just putting a
13 limitation on it.

14 MR. CHAIRMAN: So that should be a
15 motion putting that statement in the motion,
16 don't you think? Would you and Mr. Costa take
17 back your original motion?

18 **MR. WAGNER:** I'll take back my
19 original motion. What I'd like to do is accept
20 the budget adjustments as presented with the
21 caveat that the \$20,462 that has not been
22 earmarked as of yet be authorized by the school
23 committee prior to its expenditure.

24 **MR. CHAIRMAN:** Motion by
25 Mr. Wagner.

25

1 **MR. COSTA:** Second.

2 **MR. CHAIRMAN:** Discussion? All

3 those is in favor? Opposed? Hearing no

4 opposition, the ayes have it.

5 Anything further?

6 MR. WAGNER: That actually would be

7 it, Mr. Chairman. Thank you.

8 MS. BEAULIEU: The Curriculum

9 Subcommittee is going to be meeting shortly. We

10 were in contact with Mr. Sedrone (phonetic) from

11 the Rhode Island Economic Development

12 Corporation. He did provide us with some

13 background information about the support they're

14 providing with the National Science Foundation

15 Grant, as well as the collaborative effort

16 they're trying to do, and my Strategic Planning

17 colleagues will be happy to hear this. It's

18 about building collaborative support through

19 sharing of information and connecting the

20 schools to corporations, which was very much

21 what we spoke of. We don't have a meeting set

22 at this time, we're trying to get some

23 availability of those who would be in attendance

24 of that meeting, but it should be posted within

25 the next about 10 days.

1 **MR. CHAIRMAN: Any questions of**

2 **Mrs. Beaulieu?**

3 **MS. BEAULIEU: I just wanted to**

4 **thank Mr. Germadnik because he was very**

5 **instrumental in providing that information to us**

6 **and Mr. Sedrone was certainly very interested in**

7 **hearing about the new high school, the new**

8 **facilities, as well as some of the courses that**

9 **we now have as integral courses in the school.**

10 **So it should be a great conversation.**

11 **MR. CHAIRMAN: Thank you,**

12 **Mrs. Beaulieu.**

13 **Any further Reports of Standing**

14 Committees?

15 Next item is Consent Agenda.

16 MR. WOOD: So moved.

17 MR. CHAIRMAN: Motion by Mr. Wood

18 to accept the Consent Agenda.

19 MR. WAGNER: Second.

20 MR. CHAIRMAN: Second by Mr.

21 Wagner. Discussion? All those in favor?

22 Opposed? Hearing none, the ayes have it.

23 The next item on the agenda is the

24 Approval of Minutes, Executive Session of

25 9/18/08. Those minutes are over there and

1 probably about two inches thick.

2 MR. WOOD: Mr. Chairman, I'd like
3 to make a motion to table this until the next
4 meeting and have the committee go in with the
5 superintendent to read these minutes because it
6 is very lengthy.

7 MS. BEAULIEU: Second.

8 MR. CHAIRMAN: Motion by Mr. Wood
9 to table, second by Ms. Beaulieu. All those in
10 favor? Opposed? Hearing no opposition, the
11 ayes have it.

12 Next item on the agenda is

13 Personnel Recommendations. Dr. Morelle?

14 MS. MORELLE: Thank you,

15 Mr. Chairman. I would like to start with

16 appointments this evening. The first

17 appointment is to a position that you've been

18 waiting to fill at Cumberland High School and

19 the candidate is in the audience this evening.

20 "I request the advice and consent of the School

21 Committee on the appointment of Andrew Barry,

22 Guidance Counselor and Department Chairperson at

23 Cumberland High School, effective October 10,

24 2008.

25

MS. BEAULIEU: So moved.

28

1

MR. WAGNER: Second.

2

MR. CHAIRMAN: Discussion?

3

Mrs. MacBeth?

4

MRS. MACBETH: Yes, this is Step 10

5

that we're hiring, this person?

6

MS. MORELLE: That's correct, and

7

Mr. Barry has a very lengthy career in guidance

8

and as a supervisor. We've gone through a

9

process where we started internally, and we did

10 not have any internal candidates available to us
11 to interview. Then we advertised outside, and
12 after a rigorous process of screening and
13 interviewing, the recommendation was to pursue
14 Mr. Barry, and he's accepted the offer if you
15 approve it this evening at this salary step.

16 It also was integrated into the
17 budget that you just reviewed. If in fact you
18 choose to approve it, there would not need to be
19 any further budget reconciliations.

20 MR. CHAIRMAN: Dr. Morelle, an
21 obvious question would be that there is
22 connected certification. How are we making out

23 with the Rhode Island Certification process?

24 **MS. MORELLE:** Actually, I'm glad

25 you raised that question. I have a copy of

29

1 **Mr. Barry's** Rhode Island certification.

2 **MR. CHAIRMAN:** And you're satisfied

3 with it?

4 **MS. MORELLE:** Oh, absolutely.

5 **MR. CHAIRMAN:** Any further

6 discussion? Yes, Mrs. MacBeth?

7 **MRS. MACBETH:** In the interview

8 process, were there other people that may not
9 have been on Step 10 that had the appropriate
10 certification, or was this the only candidate
11 that came forward that had the appropriate
12 certification?

13 MS. MORELLE: This was the
14 candidate that was certified and qualified.

15 MRS. MACBETH: Were there any other
16 candidates that were certified?

17 MS. MORELLE: You know what, the
18 process was going on for quite a while. I would
19 have to ask Mrs. Gould if there were other
20 candidates that were certified at some point in

21 the process.

22 MS. GOULD: There were other

23 candidates who were certified, not in Rhode

24 Island, but they could have been certified in

25 Rhode Island. Of the people we took under

30

1 serious consideration, there was at least one

2 other candidate who was certified, not in Rhode

3 Island, but could have been. The certification

4 could have been transferred into Rhode Island

5 had we gone that direction. That person was

6 also an extremely experienced person.

7 **MR. CHAIRMAN:** Any further

8 discussion? All those in favor? Opposed?

9 **MRS. MACBETH:** Aye.

10 **MR. CHAIRMAN:** It's 6 to 1, MacBeth

11 against.

12 **Mr. Barry,** would you kindly come

13 up, and we would like to meet and greet you.

14 **(APPLAUSE)**

15 **MS. MORELLE:** The next is a leave

16 of absence. I request the advice and consent of

17 the School Committee on the leave of absence of

18 Leanne Paquet, Reading Specialist at Cumberland

19 High School, effective January 26, 2009 through
20 April 3rd, 2009.

21 MR. WOOD: So moved.

22 MRS. BEAULIEU: Second.

23 MR. CHAIRMAN: Discussion?

24 MR. WOOD: Dr. Morelle, will there

25 be somebody to replace on the 27th or whatever

31

1 the next school day in this position?

2 MS. MORELLE: Yes, and there are

3 two reasons for the request coming at this time,

4 both for us to prepare for the absence and also
5 so that Leanne can plan as part of her course of
6 studies that she is taking. She needs to take
7 an internship.

8 **MR. CHAIRMAN:** Any further
9 discussion? All those in favor? Opposed?
10 Hearing none, the ayes have it.

11 **MS. MORELLE:** I would also like to
12 bring forward this evening, Appointments For
13 Middle School Coordinators. These positions are
14 all for the 2008/2009 school year only. We'll
15 start with the three positions that we are
16 bringing forward from Joseph L. McCourt Middle

17 **School. I request the advice and consent of the**
18 **School Committee on the appointment of Charlene**
19 **Luiz, Middle School English Coordinator.**

20 **MR. WOOD: So moved.**

21 **MR. WAGNER: Second.**

22 **MR. CHAIRMAN: All those in favor?**

23 **Opposed? Hearing no opposition, the ayes has**
24 **it.**

25 **MS. MORELLE: Karen Brodeur, Middle**

1 **School Math Coordinator.**

2 MR. WOOD: So moved.

3 MR. COSTA: Second.

4 MR. CHAIRMAN: Discussion?

5 Mrs. Beaulieu?

6 MS. BEAULIEU: Dr. Morelle, have

7 the job descriptions changed in any way for

8 these positions?

9 MS. MORELLE: No.

10 MR. CHAIRMAN: All those in favor?

11 Opposed? Hearing no opposition, the ayes have

12 it.

13 MS. MORELLE: Cecile Palumbo,

14 Middle School Social Studies Coordinator.

15 MR. WOOD: So moved.

16 MR. WAGNER: Second.

17 MR. CHAIRMAN: Discussion? All

18 those in favor? Opposed? Hearing none, the

19 ayes have it.

20 MS. MORELLE: I'd also like to

21 bring forward the recommendation for the

22 coordinators at North Cumberland Middle School.

23 I request the advice and consent of the School

24 Committee on the appointment of Paula Vadenais,

25 Middle School English Coordinator for the

1 **2008/2009 school year at North Cumberland Middle**
2 **School.**

3 **MS. BEAULIEU: So moved.**

4 **MR. WOOD: Second.**

5 **MR. WAGNER: Second.**

6 **MR. CHAIRMAN: Discussion? All**
7 **those in favor? Opposed? Hearing no**
8 **opposition, the ayes have it.**

9 **MS. MORELLE: Bethany Coughlin,**
10 **Middle School Math Coordinator.**

11 **MS. BEAULIEU: So moved.**

12 **MR. WAGNER: Second.**

13 MR. CHAIRMAN: Discussion? All

14 those in favor? Opposed Hearing no opposition,

15 the ayes have it.

16 MS. MORELLE: And Conor Geary,

17 Middle School Social Studies Coordinator.

18 MR. WAGNER: So moved.

19 MS. BEAULIEU: Second.

20 MR. CHAIRMAN: Discussion? All

21 those in favor? Opposed? Hearing none, the

22 ayes have it.

23 MR. COSTA: Dr. Morelle, didn't we

24 have a Science Coordinator in previous years?

25 MS. MORELLE: Yes, sir, and I

1 expect at some point in time to bring forward
2 the recommendations, but not this evening.

3 **MR. CHAIRMAN:** But there is a
4 science coordinator.

5 The next item on the agenda is Old
6 Business, Building Committee Update.

7 Mr. Wood?

8 **MR. WOOD:** No update at this time.

9 **MR. CHAIRMAN:** Next is Recalls.

10 Dr. Morelle?

11 **MS. MORELLE:** Yes, I have one

12 recall. I recommend that the action taken by

13 the school committee on February 14th, 2008, not

14 to renew the employment of the following for the

15 2008/2009 school year be rescinded: Jane Tonn

16 recalled to the position of .2 FTE Media

17 Specialist Systemwide, current assignment being

18 B.F. Norton School, effective immediately.

19 **MR. WOOD:** So moved.

20 **MR. COSTA:** Second.

21 **MR. CHAIRMAN:** Discussion? All

22 those in favor? Opposed? Hearing none, the

23 ayes have it.

24 Any further recalls?

25 MS. MORELLE: No, sir.

35

1 MR. CHAIRMAN: The next item on the
2 agenda is discussion and a vote to approve
3 Superintendent's 2008/2009 Annual Objectives,
4 which are in your package and in which we have
5 discussed many times over the months.

6 Mr. Thibodeau?

7 MR. THIBODEAU: Well, there wasn't
8 enough votes to go into --

9 **MR. CHAIRMAN:** No, Mr. Thibodeau, I

10 **thought you had a motion because we can't**

11 **discuss without a motion.**

12 **MR. THIBODEAU:** Motion per contract

13 **we have an August 15th obligation for the goals.**

14 **MR. CHAIRMAN:** We're on No. 13D

15 **discussion -- excuse me, we're on No. 12C,**

16 **Discussion to Vote to Approve Superintendent's**

17 **Annual Objectives.**

18 **MR. THIBODEAU:** By the 15th of

19 **August --**

20 **MR. CHAIRMAN:** May we have a

21 **motion, Mr. Thibodeau?**

22 MR. THIBODEAU: Yes, I make a

23 motion to approve as presented.

24 MR. WAGNER: Second.

25 MR. CHAIRMAN: Motion by

36

1 Mr. Thibodeau to approve Superintendent's Annual

2 Objectives 2008/2009, seconded by Mr. Wagner.

3 Any discussion? All those in

4 favor? Opposed?

5 MR. COSTA: No.

6 MR. CHAIRMAN: That's 6 to 1 with

7 Costa against.

8 Next item on the agenda, New

9 Business. Pursuant to Rhode Island General Laws

10 42465 Exception 9, grievances. Vote on ICSE

11 grievances 2008/9 No. 1 through 5. If you have

12 your -- please get your paperwork on the

13 grievances, because I'm just going to read the

14 numbers and I'm going to have you vote. You did

15 all the discussion, if you recall, at the

16 September 25th Executive Session with ICSE.

17 MR. WAGNER: Mr. Chairman, I would

18 like a little clarification as to what an aye

19 vote and a nay vote would be in this.

20 MR. CHAIRMAN: Mr. Rotella?

21 MR. ROTELLA: Yes, Mr. Chairman.

22 MR. CHAIRMAN: Mr. Wagner's asking

23 what an aye vote and a nay vote would be when I

24 just give them the number of the ICSE grievance?

25 MR. ROTELLA: I would think an aye

37

1 vote would be a vote to sustain the grievance as

2 presented by ICSE; a nay vote would be a vote to

3 deny the grievance as presented by ICSE.

4 MR. WAGNER: Thank you,

5 **Mr. Chairman, thank you, Mr. Rotella.**

6 **MR. CHAIRMAN: Bearing that in**

7 **mind, that an aye vote is to sustain the union's**

8 **grievance and a nay vote is to deny the**

9 **grievance, as to 08-09-1, on a roll call vote,**

10 **Mr. Thibodeau?**

11 **MR. THIBODEAU: Nay.**

12 **MR. COSTA: Nay.**

13 **MR. WAGNER: Nay.**

14 **MRS. MACBETH: Nay.**

15 **MS. BEAULIEU: Nay.**

16 **MR. WOOD: Nay.**

17 **MR. CHAIRMAN: And I abstain it, so**

18 it's 6 to nothing to deny the union's grievance,

19 08-09-1.

20 On No. 2, 08-09-2.

21 MR. THIBODEAU: Nay.

22 MR. COSTA: Nay.

23 MR. WAGNER: Nay.

24 MRS. MACBETH: Nay.

25 MS. BEAULIEU: No.

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1 MR. WOOD: No.

2 MR. CHAIRMAN: The Chair abstains,

3 it's 5 to 1 with one abstention to deny the
4 union's grievance.

5 No. 3 is 08-09-3.

6 MR. THIBODEAU: Nay.

7 MR. COSTA: Yes.

8 MR. WAGNER: Yes.

9 MS. MACBETH: Yes.

10 MS. BEAULIEU: No.

11 MR. WOOD: No.

12 MR. CHAIRMAN: And the Chair

13 abstains. It fails, it's 3 to 3 with one

14 abstention, so there is a failure, so the union

15 grievance is denied.

16 **As to No. 4, 08-09-4.**

17 **MR. THIBODEAU: Nay.**

18 **MR. COSTA: Nay.**

19 **MR. WAGNER: Nay.**

20 **MRS. MACBETH: Yes.**

21 **MS. BEAULIEU: No.**

22 **MR. WOOD: No.**

23 **MR. CHAIRMAN: The Chair abstains,**

24 **it's 5 to 1 with MacBeth against and one**

25 **abstention. The union's grievance is denied,**

1 08-09-4.

2 No. 5, 08-09-5.

3 MR. THIBODEAU: Nay.

4 MR. COSTA: Yes.

5 MR. WAGNER: No.

6 MRS. MACBETH: Yes.

7 MS. BEAULIEU: No.

8 MR. WOOD: No.

9 MR. CHAIRMAN: And the Chair

10 abstains. It's 4 to 2 one abstention to deny

11 the union's grievance 08-09-5.

12 Thank you very much, ladies and

13 gentlemen.

14 The next item on the agenda is the
15 Discussion and/or Vote on Resolution Authorizing
16 District Special Education Staffing Policy. Is
17 that yours, Dr. Morelle?

18 **MS. MORELLE:** Actually what I would
19 like to do is ask the Director of Special
20 Education to go to the podium and introduce our
21 guest speaker this evening to give you a little
22 background on the presentation you're gong to
23 have. Just to let you know at the end of the
24 presentation, we will be looking for a motion to
25 approve our moving forward to develop a district

1 **special education staffing policy.**

2 **Ms. Colwell?**

3 **MS. COLWELL: Thank you. You will**

4 **find a District Special Education Staffing**

5 **Policy.**

6 **MR. CHAIRMAN: We've had one person**

7 **who said she didn't have it.**

8 **MS. COLWELL: A little bit of**

9 **background. With the new special education**

10 **regulations adopted in Rhode Island, the**

11 **language relative to class size for students**

12 with disabilities in special education was
13 eliminated. In lieu of that, districts are
14 asked to develop a staffing policy.

15 Tonight with us we have Attorney
16 David Kane from the Center for Special Education
17 Policy, and what he's going to walk through with
18 you is what the staffing policy entails because
19 it is a school committee policy that needs to be
20 developed. And what people do is walk through
21 those requirements with you, and as Dr. Morelle
22 indicated, the anticipation and request tonight
23 is that you will vote on a resolution to
24 establish a committee to develop this policy.

25

So I'm going to turn things over to

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1 **Mr. Kane, and certainly if you have any**
2 **questions, between he and I, we will do our best**
3 **to answer those questions.**

4 **MR. CHAIRMAN: Thank you,**
5 **Ms. Colwell.**

6 **MR. KANE: Members of the**
7 **Committee, thank you for allowing me to appear**
8 **here this evening. I'm going to try to briefly**
9 **explain the requirements with respect to this**

10 special education staffing policy. The policy
11 is a School Committee responsibility for the
12 district to come up with a special education
13 staffing policy that would be presented to the
14 Rhode Island Department of Education for
15 approval.

16 It's the intent of the Rhode Island
17 Department of Education that that policy be the
18 result of a public contribution from the
19 community, and that there be fairly strict
20 public comments requirements that would be
21 followed consistent with the Administrative
22 Procedures Act. What that would look like would

23 be a the School Committee to -- and it's my
24 recommendation that the School Committee appoint
25 a committee that will draft the policy. Most

42

1 districts have been assigning this to at least
2 the first meeting for probably about a two-hour
3 session. If that is something that I can help
4 facilitate to make sure that the committee stays
5 on task, they understand the parameters and the
6 requirements of putting that together, then the
7 policy would come back before the School

8 Committee for our first read. If approved, it
9 would go out for public comment for a period of
10 at least 30 days, that would be followed by
11 notices in the newspaper and an opportunity for
12 the public to be heard both by written comment
13 and also appearing at public hearings.

14 That would be followed up by a
15 concise summary of all the comments that would
16 be received in a final draft of the special
17 education policy presented to the School
18 Committee for a final read and for adoption of
19 the policy. I anticipate that this will take
20 probably from now until February to be

21 completed, and it is hoped that this would be
22 completed and brought back to the committee by
23 in early February for approval.

24 MR. CHAIRMAN: Thank you, Mr. Kane.

25 Anyone have any questions for Mr. Kane?

43

1 MS. BEAULIEU: You had mentioned
2 that it would be a committee formed with the
3 general public, as well as -- could you just
4 talk a little bit about the makeup of the
5 committee that you're recommending?

6 MR. KANE: Well, the School

7 Committee would be responsible for assigning the

8 school committee, it could have a standing

9 committee already. It would be assigned to that

10 committee, one that would deal with regulations

11 and policy. There is plenty of opportunity for

12 the public to comment and be a part of that

13 after the policy has been developed, but it's

14 really up to the discretion of the committee.

15 MS. MORELLE: We have met prior to

16 this evening and talked about some of the

17 aspects and some of the uniqueness of Cumberland

18 as opposed to other districts, and I was

19 bringing to David's attention that we do have a
20 Rules and Regulations Subcommittee here that
21 works with the School Committee, and so that is
22 where policy is generally developed for the
23 School Committee. That may be the subcommittee
24 that you would like to start this process. It's
25 obviously an open public meeting, so that as you

44

1 notice those meetings, anyone who wanted to have
2 input and when we have facilitation they would
3 be closer to be able to serve and participate.

4 But the equally important part of
5 this process would be, not unlike when we went
6 through the Space Utilization Public Hearings,
7 there would be a very formal well-noticed public
8 hearing process where we would take transcripts
9 and maintain those transcripts and use them for
10 input to the final draft of this policy.

11 So it would be my suggestion to the
12 School Committee that if you approve this motion
13 tonight that we can get the process started that
14 rather than create another subcommittee, that
15 you remand this to the Rules and Regs
16 Subcommittee to start the work.

17 **MR. CHAIRMAN:** Any further

18 discussion? Mr. Wood?

19 **MR. WOOD:** I just had a couple of

20 comments. If you hand this over to the Rules

21 and Regs Committee, which is a subcommittee of

22 the School Committee, can we have ad hoc members

23 like Lisa, members from the public, maybe the

24 committee's name be part of our subcommittee for

25 this time period?

45

1 **MR. CHAIRMAN:** I can answer that

2 for you, Mr. Wood. We can't have them as
3 members of our subcommittee, because the new
4 School Committee will come in and they will
5 appoint their own subcommittees. If you felt
6 that the subcommittee couldn't handle it, you
7 will be on the School Committee next time, you
8 could ask that it be an ad hoc committee with
9 public members, and whatever, but it's going to
10 go into our rules and regs, our policies.

11 MR. WOOD: I'm just trying to get a
12 wide range of opinions in that committee. I
13 know a lot of people would want to participate
14 in this just to have their opinions in it. Like

15 I know the special ed committee would want to
16 send a representative.

17 MR. CHAIRMAN: Why don't you put
18 that on your punch list for the next time.

19 MS. MORELLE: Can I just ask,
20 David, could you talk a little bit about your
21 experience in other districts, you've been
22 already been developing this policy, because I
23 know that sometimes our policy development is
24 long and drawn out. How exactly do you see this
25 happening in terms of the number of meetings

1 that it would take to actually draft a policy?

2 MR. KANE: Given the time

3 constraints that we're under, we would want to

4 get this hopefully completed before March 1st.

5 I've been working with other districts, we've

6 been trying to keep it to one meeting that is

7 very focused on the task. There's not a lot of

8 leeway here in terms of deviating too far from

9 the example of the structured outline that we've

10 been provided by the Department of Education, so

11 we've been trying to keep that to a two-hour

12 meeting, some of them have spilled over a little

13 bit longer than that. But hopefully the intent
14 would be to do it in one meeting. Obviously, it
15 can lend itself to more than one meeting, and at
16 that point we would have to extend the timeline.

17 Some school committees have, as
18 Mr. Wood suggested, included other members of
19 the public in that process, and the other
20 committees have kept it right to an assigned
21 committee that's already been established
22 through the School Committee.

23 So to answer your question, it has
24 been a little bit varied, but I think the nice
25 feature of this is you can offer a facilitator

1 to keep the group, however large it is, fairly
2 focused and on task. Whether it's a slightly
3 expanded committee or standing committee, I'm
4 fairly optimistic that we can get this through
5 in one meeting, two if needed.

6 MRS. MACBETH: I wanted to comment
7 on some of Mr. Wood's concerns. First, I do sit
8 on the Rules and Regs Committee, and I think
9 every meeting we've had public input, and I
10 believe it's Mr. Costa that runs this meeting

11 and he also allows the public there as much time
12 as they need to voice their concerns.

13 The second point is our Special
14 Education Advisory Committee here that is made
15 up of parents and community members also has a
16 School Committee liaison. At this point I am
17 the School Committee liaison, with the next
18 School Committee there will be somebody else
19 assigned to that, and that role in the two years
20 that I served is to bring back the concerns of
21 that committee. But they also have, if you'd
22 like to attend, they'll absolutely be given the
23 chance to speak their voice on that.

24 **MR. CHAIRMAN:** Any further
25 discussion? I would entertain a motion for a

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1 resolution authorizing the District Special
2 Education Staffing Policy.

3 **MRS. MACBETH:** So moved.

4 **MR. WAGNER:** Second.

5 **MR. CHAIRMAN:** Discussion?

6 **MR. WOOD:** Just going to the Rules
7 and Regs Subcommittee?

8 **MR. CHAIRMAN:** I'm not going to

9 assign it out right now. I think it's probably
10 best to wait for the next School Committee. If
11 I had my druthers right now, I would appoint you
12 the facilitator.

13 MR. WOOD: The way I understand it,
14 that we should have this done by the next School
15 Committee meeting, even before election, if it's
16 one or two meetings.

17 MS. MORELLE: Well, that also
18 depends on Attorney Kane's schedule and then of
19 course you also have to have a public hearing.
20 But if you could, I think add some specificity
21 to the motion in terms of the fact that you're

22 resolving to allow the District to begin to
23 develop this policy, and unless you want to
24 leave some discretion, you may want to add the
25 policy to say that it's going to be under the

49

1 scope of the Policy Subcommittee.

2 MR. CHAIRMAN: Mr. Wood, I hate to
3 disagree with you. There is a -- we have about
4 26 days left until the election. You're going
5 to be here, the rest of us might not be here.

6 MR. WAGNER: The one thing we've

7 proved, Mr. Chairman, is we don't do things
8 quickly.

9 MR. CHAIRMAN: Yes. I think

10 Mr. Wood understands that, don't you, Mr. Wood?

11 MR. WOOD: Oh, yes.

12 MR. CHAIRMAN: So there's a motion

13 on the table, it's been duly seconded, to

14 authorize the District Special Education

15 Staffing Policy. Any further discussion? All

16 those in favor? Opposed?

17 MR. WOOD: No.

18 MR. CHAIRMAN: 6 to 1 with Mr. Wood

19 against. Thank you very much, Mr. Kane.

20 **Next item on the agenda is 13B**

21 **Discussion and/or Vote to approve the 2008-2011**

22 **District Agenda Plan. Is that you, Dr. Morelle?**

23 **MS. MORELLE: Actually, it's a**

24 **group of us.**

25 **MR. CHAIRMAN: Well, I think we**

50

1 **need to make a motion first.**

2 **MS. MORELLE: If you'd like to make**

3 **the motion and then as part of a discussion we**

4 **would be happy to make the presentation, that**

5 would be fine.

6 MR. CHAIRMAN: We have your

7 Strategic Plan in our packages and we're -- I

8 think every one of us is pretty much up to speed

9 on the Strategic Plan.

10 So I would entertain a motion to

11 approve the 2008-2011 District Strategic Plan.

12 MR. WAGNER: So moved.

13 MR. WOOD: Second.

14 MR. CHAIRMAN: Discussion?

15 Dr. Morelle?

16 MS. MORELLE: I'm very pleased to

17 be here this evening with the members of the

18 **Strategic Planning Committee members, many of**
19 **whom you have met earlier this evening during**
20 **the recognition period of the School Committee**
21 **meeting.**

22 **This group of educators, community**
23 **members, school committee members, officials**
24 **from the town, support staff, I don't want to**
25 **leave anyone out, parents, was a group of folks**

1 **who came to this task with one single-minded**
2 **focus, and that was betterment of student**

3 learning for Cumberland students; whether they
4 were preschool students, elementary students,
5 middle schoolers or high school students.

6 We all didn't know each other very
7 well in the beginning. What we did know about
8 each other is that we had an interest in a
9 process that could guide the District over the
10 next three years to target the areas that were
11 our strengths, and build on those strengths, and
12 also address the areas that we know are concerns
13 or gaps in programs and policies and be able to
14 allocate resources to those.

15 Over the course of a number of

16 structured sessions facilitated by Dr. Robert

17 Power, whom I believe you met at an earlier

18 School Committee meeting, we learned about the

19 priorities that each of us held near and dear,

20 the ideals that we had for students in this

21 town, the way that we wanted to work together

22 with each other and with other community members

23 to bring resources to the District that we may

24 not have access to right now, and the way we

25 wanted to design the programs for the future.

1 **And this evening I'd like to introduce, along**
2 **with myself, several folks from the team to**
3 **present an overview of the final Strategic Plan**
4 **up for consideration, and I appreciate that**
5 **there's already a motion for approval on the**
6 **table.**

7 **You're going to hear this evening**
8 **from Dr. Rosemary Reilly-Chammat, a parent from**
9 **the community who has joined us at many school**
10 **committee meetings before, and talked with us**
11 **about her beliefs about student learning in the**
12 **District and talked with us about her values and**
13 **how she believes this Strategic Plan has guided**

14 **School Committee decisions, and we certainly**
15 **hope that to be true in the future.**

16 **We're going to hear from Jessica**
17 **Macedo, a teacher at B.F. Norton School, who is**
18 **going to talk about the support for teachers**
19 **that are in this plan and how we're going to**
20 **address the curriculum.**

21 **We're going to hear from Karen**
22 **Freedman. Karen has a first grade student at**
23 **Cumberland Hill School. It was really great to**
24 **see her lens on the District, because she knows**
25 **a lot about the town, she knows a lot about the**

1 school system, but brought some great fresh
2 ideas to the discussion that we had about how we
3 could improve Cumberland by all working
4 together, and going to talk to you about a very
5 exciting plan in the strategic plan around
6 building a town-learning community.

7 We're also going to hear from
8 School Meeting member Lisa Beaulieu tonight
9 who's going to talk to us about a couple of very
10 important areas. One, how we're going to
11 integrate technology in the future. The area of

12 technology probably takes up about half of the
13 Strategic Plan, which is really an interesting
14 change since the previous Strategic Plans and
15 probably the area that is most indicative of the
16 progress that Cumberland is making.

17 There was a time when it was really
18 hard to talk about technology at all in
19 Cumberland. One of the reasons for that is we
20 didn't have access to technology tools. We've
21 crossed that hurdle, and we're happy to report
22 now that our conversation has shifted from how
23 do we get technology to how do we use technology
24 and how do we use technology to improve

25 instruction, differentiate instruction, modify

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1 instruction by supports, make instruction more
2 efficient, make the work for teachers more
3 efficient and more effective, and make all of
4 our lives, including at the administrative
5 level, more oriented to efficient and effective
6 structures that can improve the system in the
7 District.

8 With that in mind, I'd like to talk
9 to you a little bit about the three key themes

10 that were developed. We asked a question early
11 on in the Strategic Plan. The question was what
12 matters? We asked the question for one reason,
13 because we need to know what the priorities are
14 for leveraging improvements, and you don't say
15 that if everything matters, nothing matters.

16 What you're going to see repeatedly through this
17 Strategic Plan and the criteria that was set for
18 decision making is three key themes:

19 Achievement matters. Achievement
20 including high expectations, clear expectations
21 for learning, and the fact that all students
22 deserve to be able to achieve.

23 Collaboration matters. And that

24 statement all by itself guides a picture in our

25 minds of how we do our work. It doesn't allow

55

1 for isolated decisions, doesn't allow for the

2 lack of input from families. It increases the

3 respect that we need to demonstrate for all

4 parties in the community, the respect for the

5 knowledge that everyone can bring around solving

6 problems and creating solutions that will

7 improve student achievement.

8 Last but not least, equity matters.

9 Equity is one of the hardest conversations I

10 think to have once you get past achievement and

11 collaboration. Equity is a test of whether you

12 really believe that while you're differentiating

13 instruction, some students need more than others

14 in order to cross over that line of meeting

15 standards and exceeding standards, and I think

16 as we go forward over the next three years,

17 looking at where we allocate resources and to

18 whom we allocate resources, this is going to be

19 a real test of the community to answer the

20 question about equity, especially in a period of

21 time of limited resources. Dr. Chammat, I'd

22 like to invite you to come to the podium.

23 DR. CHAMMAT: This next slide comes

24 from the Gates Foundation publication on high

25 performing schools, and this was something that

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1 we looked at as part of the District Strategic

2 Planning process. So the fact that we want to

3 be in that upper right-hand portion of the

4 quadrant is obvious. It's where high performing

5 schools are, there's high report, there's high

6 challenge, there's rapid progress and high
7 performance, but there's a much more important
8 story behind this slide.

9 As part of the process when we
10 first met, we did what people traditionally do
11 in the Strategic Planning process, we looked at
12 strengths and weaknesses and opportunities and
13 threats to growth, and we began our discussion
14 that way. Then a little later on in the
15 process, Dr. Morelle showed this slide to us and
16 she asked us, have there been times when we
17 experienced complacency, times of high support
18 and low challenge? Have we experienced

19 stagnation within this district, periods of low
20 challenge and low support? Have we experienced
21 conflict and demoralization, periods of low
22 support and high challenge within this district?
23 And the answer is yes, yes, and yes.
24 This was not done as part of doom
25 and gloom, but rather it was a chance for people

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1 on the Strategic Planning Committee to reflect
2 on, well, yes, and what was going on then. And
3 then when we went to the next part of the

4 process, we were trying to redefine our thinking

5 around where our opportunity for growth and

6 building on the vision and what we wanted to

7 commit to, we had a deeper understanding of what

8 actually needed to be done to keep us in that

9 upper right-hand quadrant of rapid progress and

10 high performance. And finally, it really speaks

11 to what we need to do as a community of

12 Cumberland Public Schools. Do we have the will,

13 and are we ready to take on the responsibility

14 of what will need to happen to implement this

15 plan and to keep us within that upper right-hand

16 quadrant?

17 This is really the piece that's the
18 human factor in all of this, because we're a
19 community of people, and that's wonderful, and
20 it's imperfect by design as well. So as
21 individuals we can spend time in any one of
22 those pieces of the quadrant, as groups of
23 individuals, and as organizations, but if we're
24 cognizant of it, then we can really be mindful
25 about creating high performance and high

1 challenge opportunity to keep us moving forward.

2 So with that in mind, our first

3 goal is developing 21st century skills supports

4 for students. That means high expectations for

5 all students with personalization through

6 advisory and K through 12 counselling programs

7 which means that children throughout the

8 Cumberland School System will have meaningful

9 and supportive relationships with adults within

10 their building. There is attention to

11 individual needs with differentiation

12 instruction and that includes content, what

13 students are learning; the process, how students

14 are learning it and how it is being taught; and

15 the what, how are students able to demonstrate
16 what it is that they know and are able to do.

17 The next is support for diverse
18 needs through inclusion and transition practices
19 and that is within schools and among schools
20 within the district; and finally, improve health
21 wellness for students with the adoption of the
22 Rhode Island nutrition requirements for 2009
23 which includes changes to the school lunch
24 program, more whole-grain foods, more fruits and
25 vegetables hopefully grown from local farms,

1 less fat and less salt.

2 Now, I'd like to turn it over to

3 Jessica to tell you.

4 MS. MORELLE: As Jessica Macedo is

5 coming to the podium, I want to make a

6 connection for you between that matrix that

7 Rosemary talked about with the high support and

8 high challenge. That was a big ah-ha for the

9 Strategic Planning Committee, and you will

10 notice that the first two action plans in the

11 Strategic Plan are identified as supports. When

12 folks look at this plan, we want them to

13 immediately notice that the plan is focused on
14 providing support so that for anyone who may be
15 concerned or has been thinking about whether or
16 not there is enough support, they will be able
17 to see just as you open the plan. That's why we
18 focused it right at the beginning of the book.

19 Jessica's going to talk to you
20 about support for teachers in the plan.

21 MS. MACEDO: The next part of our
22 plan is 20 percent (inaudible) supports for
23 teachers. Some of the things that are in the
24 Plan (inaudible) calendars to support ongoing
25 learning for teachers. One of the things that

- 1 would help support this is to survey staff
- 2 administration to help create this calendar, to
- 3 help teachers feel like they're meeting their
- 4 needs that are identified in this survey so that
- 5 by developing a calendar they will be able to
- 6 choose and make a more tailor-made professional
- 7 development calendar for themselves. Having
- 8 said that, we feel still that we need to have
- 9 more teacher training in learning styles,
- 10 learning discipline, differentiating

11 instruction, health/wellness, and (inaudible.)

12 We felt that it is important to

13 have in the plan that we have this professional

14 development for different learning styles be

15 integrated into the plan so that all teachers by

16 the end of this school year had five hours

17 minimum done in that area.

18 Also support for use of new

19 classroom technologies. We've all gotten

20 through the district new technology which we

21 love, but at the same time teachers need for

22 support in how to use those effectively to

23 enhance learning of students. That's why we

24 have it in the classrooms. So some of the

25 things that we talked about was integrating

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1 technology or instruction, helping teachers

2 learn how to do that during professional

3 development and identifying people that could

4 help us with that.

5 All teachers would also have the

6 support and training to be provided in the new

7 technology such as I-Parent and First Class, and

8 another important thing, training in the Digital

9 Portfolio System will be coming, as well.

10 Another thing is a new and improved
11 education induction program. That would include
12 a process that is rooted in the standard of
13 educator induction, and it will be used to help
14 recruit, hire and support educators, including a
15 new teacher mentoring program.

16 And then moving on to curriculum
17 consistency. There will be an updated, through
18 this plan, which we're hoping to make sure we
19 can deliver, consistent student-based curriculum
20 that consists of an updated curriculum review
21 cycle for curriculum renewal. Curriculum

22 mapping guides for pacing, so that if you go
23 from school to school, overall, we're teaching
24 the same things across all the elementary
25 schools. There shouldn't be much of a

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1 difference.

2 Also, there's grade level
3 curriculum meetings for articulation. I believe
4 next week is the first one. We'll be meeting at
5 grade level across the District to help us map
6 out in a more cohesive way how we're going to

7 carry out these goals. And from there, I'm
8 going to turn it over to Karen Freedman.

9 MS. FREEDMAN: So I came to this
10 Strategic Planning process for my first time and
11 with two different perspectives. As Dr. Morelle
12 said, my son, my oldest, just started first
13 grade. When I started the Strategic Planning
14 process I didn't have anybody in the school
15 system yet, but was going to have someone in it.

16 The second perspective I come from
17 is I manage training for FM Global. FM Global
18 is the world leader of property insurance and
19 risk engineering based in Johnston. In that

20 role I'm responsible for the development of

21 5,000 employees worldwide, as well as over

22 20,000 clients, so it's been interesting for me

23 to see the parallels to some of the challenges

24 and issues that I face corporately in educating

25 people and developing them, that we also see in

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1 a school center. Some things are the same, some

2 things of course are very different, but it

3 allows me to think a little differently and

4 provide a different perspective.

5 So what we first started out

6 looking at was how can the whole town contribute

7 to the development of our students? We have a

8 number of agencies in town and groups who are

9 doing fabulous things, and if we brought them

10 together and said as a community what do we want

11 Cumberland to be known for, what is the learning

12 culture in Cumberland, how do we want them

13 developed, if we look at the Boys and Girls

14 Club, we look at Rec Department, we look at the

15 library, so many resources are out there and

16 everybody is doing really great things. We

17 thought if we could bring people together and

18 have common goals. It's just amazing when you
19 think about where our students and our children
20 could go.

21 If we knew that we were looking at
22 programs through the OCYL that could support our
23 overall goals. From the district's perspective,
24 it just quadrupled even more the amount of
25 effect we can have on our kids. That has been

1 really exciting for us. I think something that
2 we all thought about a little bit but all came

3 together, just imagine if we could do that.

4 I do want to comment on the

5 process. When I started the Strategic Planning

6 process I went to the first meeting, I have to

7 admit I had very low expectations. Sorry. I

8 thought, how can you possibly get 20 or 30

9 people to all kind of come to agreement and

10 decide what the pros and the cons are, and all

11 that, and it happened. And everybody had a

12 voice. And Dr. Morelle did an awesome job of

13 facilitating this. I've done this from a

14 corporate perspective, strategic planning, it's

15 not easy, and some of the things I learned

16 through this process I'll bring back to FM
17 Global and say there's a lot you can learn from
18 this. So for anybody who has not been involved
19 in this, you should get involved. It's a really
20 great experience. Little did I know that I'd be
21 here tonight. I just can't keep my hands down
22 when it's time to volunteer.

23 So in summary, what we're really
24 looking at is, can we get the whole town of
25 Cumberland involved in helping to support and

1 develop our students? When I look at it from a

2 corporate perspective for the training

3 department, I tell our senior management there's

4 only so much a training department can do. What

5 really matters is once that employee goes back

6 to that job, what is their manager doing to

7 coach them, what are the other opportunities

8 they have? Same thing with our students.

9 There's only so much that can happen in the

10 classroom. What happens when they go back home?

11 How do their managers, their parents, coach

12 them? How can we help them with that? What are

13 the other things that happen outside of the

14 school that could help contribute to their

15 overall development?

16 So those are the types of things

17 that we're really excited about, and we're

18 really looking at collaboration across the town

19 to help us get to that, so that when we think of

20 what is Cumberland known for and we look at it,

21 overall, we're all proud to be citizens here in

22 town.

23 The things that are on the plan

24 here are all things that we talked about. Dual

25 enrollment, for some who may not know, is

1 primarily from a high school perspective. So
2 high school kids could be getting -- attending
3 college courses and getting some credit for
4 college and for high school, and that's where
5 the dual enrollment comes in, and it's our
6 responsibility to extend that to other areas.
7 So that's what that one is.

8 I'm excited about this and hopeful,
9 really hopeful that as a town, not just a
10 district, but as a whole town that we do a lot
11 to move this forward, because that would make

12 Cumberland an awesome, awesome place to live.

13 MS. BEAULIEU: I have the fifth

14 action plan which isn't as exciting in some

15 ways, but it is in others because it seems like

16 it's a long-awaited prize for the District, and

17 it involves the integration of technology. And

18 as many of you are aware, through the 2010 bond,

19 having a large infusion of money to be dedicated

20 towards technology. And what that provided to

21 us was the network infrastructure for the

22 District.

23 In addition, we also have realized

24 money through the master lease agreement from

25 the Town Council, and that provided the ability

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1 for us to move new computers into classrooms in
2 the middle and elementary level, as well as
3 start to replenish our support, and in the end
4 it provided computers in our classrooms which is
5 something that most teachers struggle to have at
6 the elementary level and the middle levels.

7 So to get to some of the action
8 areas for that, one of the big areas we talked a
9 great deal about was the option for online

10 learning and what types of doors that opens, not
11 only for the students, but also for our staff.
12 We also talked at great length about the
13 e-portfolio system and the expectations that
14 we'll be bringing online for students to enter
15 their work, for parents to have access to that,
16 as well as for teachers to help maintain those
17 supports with students. And all of this is
18 backed by elements of professional development
19 for these individuals so that the staff feels
20 comfortable and the faculty and administrative
21 level feels comfortable and confident that we're
22 keeping updated with the expectations for the

23 e-portfolio system.

24 We also now have the ability to

25 actually address (inaudible) expectations with

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1 technology. Students will have the ability to

2 work at every level now to begin to meet those

3 technology needs, whether it's learning how to

4 do PowerPoint, whether it's learning to do

5 charts through the new technology. We have

6 adopted the National Technology Standards awhile

7 back, and we can actually build into a stronger

8 practice now.

9 One that I think we all very much

10 agreed on was the improvements to the District

11 website. Right now it tends to be just a poster

12 with information, current information, but does

13 not -- it's a blank canvas. It can really

14 represent what this District has for its core

15 values, but can provide the information to

16 families about a wide range of support services

17 and academics. It can be an ability for

18 students to go and access the District website

19 to get information as well, so it can have a

20 very wide range of resources.

21 The next item was the AIMSweb which
22 would support the collaborative effort of the
23 Town Council to provide the ability for K
24 through 5 assessments to help tie into a lot of
25 what we talked about with differentiated

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1 instruction and working to meet student needs.
2 The assessment system will provide us with the
3 opportunity to more regularly monitor the
4 progress of students and make adjustments to
5 differentiate a curriculum for them.

6 The First Class communication

7 system is certainly one that allows the District
8 to communicate with internally and externally,
9 as well as some of the other additions that we
10 had with the ConnectEd software. We're looking
11 to expand our offerings, expand our horizons
12 between podcasts, webcasts and blogs. The sky
13 truly is the limit. We really have been under a
14 big cloud for a long time with the technology.

15 I want to emphasize with this
16 action plan, it was very large, it was very big
17 once it was finished, and what will occur at the
18 next step is we'll start to bring it back to a

19 technology team so they can be certain that all
20 the action items are provided in detail so that
21 the district can support this, and that we can
22 provide the support from a technology need, but
23 the support also from the professional
24 development need so that teachers can then
25 integrate it into their learning for all of

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1 their content areas.

2 And this is something that I

3 brought up a few times during this process was

4 how the School Committee then has to take the
5 Strategic Plan into account and it nicely ties
6 back to key workers as a School Board which is
7 something that we do as a self-study and we use
8 as kind of a guiding force for ourselves. It
9 talks a lot about the vision of our district,
10 where we want to be. It keeps us very focused.
11 It talks about where we need
12 students to be, where we need staff to be, and
13 where we want the District to be in the long
14 run. It talks very much about our standards,
15 and the program's constantly being evaluated in
16 how well we're doing in helping our students

17 with some of the assessment systems that we'll
18 now have, and more differentiate special
19 development. That helps the committee to make
20 decisions because we know things are being
21 modified, and they're working, they're being
22 fine-tuned during the course of the school
23 years. It helps us very much with aligning of
24 our resources because we do know we'll have to
25 have a strong commitment to technology to

1 maintain it, but also to our professional

2 development, as well as any staffing resources
3 that we certainly would like to have identified
4 in short order. It talks a lot about the
5 climate and what we expect for ourselves, what
6 we expect for the community and what we expect
7 from all the professional people and students
8 that we have in our schools.

9 And of course, as we talked about
10 in a town learning community, it talks a lot
11 about collaboration. We can't do this by
12 ourselves, we need outside influence. It's been
13 demonstrated, Mr. Germadnik has pointed out, the
14 state has recognized this as a strong, important

15 change that needs to occur, collaborative effort
16 of corporations, and the state, and individuals.
17 So this very much ties into that.

18 And it's all about continuous
19 improvement. We're not finished, we know this
20 plan will get us to a point that we're confident
21 we will be doing a much better job of meeting
22 student needs, but we know that -- we said some
23 of the goals are lofty goals, and we want to get
24 there, and this helps to frame that effort.

25 MR. CHAIRMAN: Lisa, before you

1 leave the podium, I just have one question for
2 you. Over the last two years you and I have
3 worked together, every discussion we've had has
4 always turned around to Strategic Planning
5 somehow, and we had prior to this plan a
6 five-year plan, but now we're on a three-year
7 plan. And with the infusion of technology, and
8 you gave me home homework to read, my reading
9 list for the summer, I became familiar with
10 Murphy's law and Moore's law of technology. Is
11 that why we have a three-year plan because
12 technology is changing so quickly?

13 **MS. BEAULIEU:** Well, I think that
14 was part of the rationale behind it. I think
15 Dr. Morelle is probably better at explaining it
16 for us, because we did talk about this quite a
17 number of times; why three and not five, and
18 it's tied into really all of the action areas.

19 **MR. CHAIRMAN:** Thank you.

20 **MS. MORELLE:** One of the issues
21 that we have faced in the previous plans around
22 the five-year cycle is seeing where the interest
23 of the community has been and where we're able
24 to motivate faculty and professional staff to
25 stay actively involved in the implementation of

1 the plan.

2 The first Strategic Plan in the

3 District was actually developed in the mid

4 1990s. This is the fourth Strategic Plan in the

5 District. They've all been five-year plans

6 previous to this, but we had a real significant

7 issue with the last five-year plan. At three

8 years out we had accomplished just about

9 everything that we ended up accomplishing over

10 the entire five years. We even went back and

11 tried to rev it up and revise it at the
12 three-year point when we had two years left. In
13 hindsight that was probably not a good idea, we
14 probably should have started from scratch.
15 Although looking at this plan, the timing of
16 this plan is ideal with the implementation of
17 2010, some other factors that are influencing
18 us.

19 So this plan is a three-year plan
20 because we believe that it is short enough to
21 keep everyone's attention and long enough for us
22 to address and achieve the lofty goals that we
23 put in it.

24 MR. CHAIRMAN: Is there anything

25 further that you have to add on the Strategic

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1 Plan, because we have a motion that has been

2 made and duly seconded, so if we could get our

3 members so we can vote.

4 Any further discussion? Mr. Wood?

5 MR. WOOD: As we read through this,

6 I thought, Mrs. Beaulieu, this is a very, very

7 ambitious plan. It can be done, it will be a

8 lot of work. Let's give it a shot.

9 **MS. MORELLE:** Thank you, Mr. Wood,
10 I look forward to your support.

11 **MR. WAGNER:** I also, like Mr. Wood,
12 read through the Strategic Plan with great
13 interest and was not disappointed. I had seen
14 some of the people that were involved in this,
15 some of you I've been introduced to since I've
16 been here. You guys are all very dynamic
17 personalities. I love the intensity and
18 enthusiasm that you bring. It's a very
19 aggressive Strategic Plan. It's one that I
20 think is warranted, and I will absolutely
21 support it, and I just want to congratulate all

22 of you because the presentation was fantastic,
23 the plan to me looks like it's right on target.

24 Dr. Morelle, everybody else out

25 there, just congratulations, you did a fantastic

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1 job.

2 MR. CHAIRMAN: Any further

3 discussion?

4 I also would like to congratulate

5 everyone that had any input in this Strategic

6 Plan. This is really a wonderful job, and Lisa

7 **Beaulieu, thank you for grabbing me by the ear**
8 **and always putting me on the right track as far**
9 **as the Strategic Plan is concerned.**

10 **Any further discussion? If there's**
11 **none, I'll do a roll call vote.**

12 **MR. THIBODEAU: Yes.**

13 **MR. COST: Yes.**

14 **MR. WAGNER: Yes.**

15 **MRS. MACBETH: Yes.**

16 **MS. BEAULIEU: Yes.**

17 **MR. WOOD: Yes.**

18 **MR. CHAIRMAN: The Chair votes yes,**
19 **it's unanimous.**

20 (APPLAUSE)

21 MS. MORELLE: What we'll be doing

22 now is we'll present the plan to the Department

23 of Ed and immediately begin the implementation

24 process. We hope to use some of those

25 strategies we learned about communication to

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1 find out a really healthy way to communicate the

2 Strategic Plan to the community, to engage the

3 community. Obviously there's a big relationship

4 between engaging the community right away and

5 the faculty, professional staff, in these action
6 plans, having them understand the background and
7 the fact that their voices were represented
8 through the folks that were here, and I also
9 like the feedback that we collected.

10 It's aggressive and ambitious, but
11 I think it's right on the money in terms of what
12 the areas are we need to address, and I do look
13 forward to working with all of you in
14 implementing it.

15 MR. THIBODEAU: Before everybody
16 leaves, I will be answering Mr. Kelly's charges
17 and the School Committee comments.

18 MR. CHAIRMAN: Thank you,

19 Mr. Thibodeau.

20 Anything further that's germane to

21 this issue of the Strategic Plan?

22 Next item on the agenda is

23 Discussion and a Vote to approve the

24 Superintendent's Contract. Mr. Thibodeau?

25 MR. THIBODEAU: Mr. Chairman, it's

1 with great pleasure that I make a motion to

2 extend the superintendent's contract by two

3 years.

4 **MR. WAGNER:** Mr. Chairman, I would
5 like to second that, but I would like to have
6 one caveat on there. There's a place in here
7 with regards to opening up the contract should
8 the CTA contract not be ratified by the time
9 this contract comes up for renewal on an annual
10 basis. I'd like to change the wording in there
11 from shall be may --

12 **MS. MORELLE:** Shall be may.

13 **MR. CHAIRMAN:** Is that acceptable
14 to Mr. Thibodeau to make that part of your
15 motion?

16 MR. THIBODEAU: Yes.

17 MR. CHAIRMAN: Motion by

18 Mr. Thibodeau.

19 MR. WAGNER: I'll second.

20 MR. CHAIRMAN: Discussion? All

21 those in favor? Opposed? We'll do a roll call

22 vote.

23 MR. THIBODEAU: Yes.

24 MR. COSTA: No.

25 MR. WAGNER: Yes.

1 MRS. MACBETH: No.

2 MRS. BEAULIEU: Yes.

3 MR. WOOD: No.

4 MR. CHAIRMAN: And the Chair votes

5 yes, it's 4 to 3. The superintendent has a new

6 two-year contract with the caveat that

7 Mr. Wagner explained, a two-year extension.

8 Congratulations, Dr. Morelle,

9 you're doing a great job, in my opinion.

10 MS. MORELLE: One of the things

11 that gives me the greatest pleasure is that the

12 timeframe of the contract that you just approved

13 as the same time as the Strategic Plan. This is

14 work that I would greatly appreciate being able
15 to leave. I think it's very noteworthy work and
16 that I believe will make improvements in the
17 District if we're all able to collaborate and
18 achieve the goals that were set.

19 And as I told you in the letter
20 that I sent you about your pending decision this
21 evening, if you did opt to extend my contract, I
22 will remain committed to the challenge that
23 you've offered previously and to the ideals of
24 the school system, and I greatly appreciate the
25 majority vote in the work that I've done

1 previously and in your confidence of my ability
2 to lead the District in the future.

3 MR. CHAIRMAN: Thank you,
4 Dr. Morelle.

5 Next item on the agenda,
6 Superintendent's Report on Teaching and
7 Learning.

8 MS. MORELLE: The primary focus of
9 the report that I sent you in this packet was
10 the Strategic Plan which you just heard, and I
11 would not want to undermine that presentation by

12 adding anything further. So at this point I
13 would like once again to congratulate everyone
14 here in the audience for your incredible effort
15 on this part. We have a lot of work ahead of
16 us.

17 One of the unique moments, I guess,
18 of this closure of this Strategic Planning
19 Process was that this is the first committee
20 that I've worked with in Strategic Planning that
21 has wanted to stay on and have a hand in the
22 monitoring and implementation of the plan. So
23 we will be continuing to work together, and I
24 think that in and of itself is going to have a

25 **positive impact on the Strategic Plan. I look**

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1 **forward to continuing to work together with all**
2 **of you.**

3 **MR. CHAIRMAN: Thank you,**
4 **Dr. Morelle.**

5 **Next item on the agenda is Comments**
6 **from the Public and our clerk would like to**
7 **speak as a member of the public. I'll just**
8 **write your name in.**

9 **MS. CROWLEY: Arlene Crowley, I**

10 have lived in this town all of my 50 or more
11 years. I also read the article in the Valley
12 Breeze today, and it just confirmed my feelings
13 of how out of touch the Cumberland School
14 Committee and the School Department has become
15 with regards to the wishes of the people.

16 Please forgive me. I just came
17 from a situation, so I did not have a moment to
18 collect my thoughts other than the simple fact
19 that I just couldn't even believe what I was
20 reading and what I have been seeing. I want to
21 tell you what these two eyes have watched for
22 50 years in this town, and what this heart has

23 always believed had to be motivated by what was
24 going on with our community and our children.
25 The School Committee represents the people. The

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1 school administration and department works for
2 us taxpayers. We have lost that focus in this
3 town. We need to take the politics out of this
4 picture. Look around you tonight. Where is the
5 community? Where is the parent who cares about
6 what's happening to their children? The
7 Strategic Plan is wonderful, but you need people

8 to implement a plan like that. The people in
9 our community have given up on this body. Why?
10 Because they haven't been allowed to make a
11 difference in the community.

12 For 50 years I grew up as a young
13 girl, feeling as though we really could make a
14 difference in this community and our efforts
15 would be appreciated and taken in seriousness.

16 We are a democracy here. This is
17 not Russia. People are the taxpayers, the
18 taxpayers have rights and opinions as to where
19 they would like the town to go with their
20 children.

21 The purpose of public education is

22 to meet the needs of our children. We have lost

23 our focus, and our main goal of you being

24 representatives of us, the taxpayers, in regards

25 to our children.

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1 I also oppose the extension of

2 administration contracts because our elections

3 are on November 4, and they will be determined

4 by taxpayers as to who we choose to represent us

5 in the purpose of education. Who will represent

6 our voice and our wishes without any political
7 agenda? Teacher moral is at an all-time low,
8 teacher absenteeism is up.

9 I've watched and listened for over
10 50 years. In 50 years people are telling you
11 things that you're not stopping and listening
12 to. Please, please, please go back to the
13 roots. Children are our purpose, our sacrifice,
14 for children are the reason you received the
15 bond issue, but what you do with that bond issue
16 is going to reflect us, the taxpayer.

17 I'm very concerned, and I couldn't
18 sit any longer and not be heard. Please

19 understand, I'm the most nonpolitical person you
20 will ever have met, and what I'm seeing has
21 really sent red flags, not only to myself, but
22 to everyone I speak to. Please think about what
23 we just talked about. Good luck.

24 MS. CHAIRMAN: Thank you.

25 MS. RICHARD: Kathie Richard.

1 Everyone knows who I am. I need a little help.
2 You reviewed our grievances tonight, you voted
3 on them, and on Grievance No. 3 your vote was

4 **3-3.**

5 **Mr. Crowley you automatically said**

6 **that was denied. I need an answer to tell my**

7 **union members why is a 3-3 vote denied. You**

8 **see, I'm married to a football coach and when it**

9 **comes to championship, and this was a**

10 **championship for us, you continue playing until**

11 **you get a winner. A 3 yes and a 3 no doesn't**

12 **automatically make it a negative.**

13 **MR. CHAIRMAN: I'll refer that to**

14 **Mr. Rotella.**

15 **MR. ROTELLA: Mr. Chairman, it has**

16 **been -- it is routinely understood that when a**

17 Committee votes on a particular item, a tie vote
18 of the Committee ends up being not allowing that
19 particular item to pass or to be approved.
20 That's the reason why I believe you went to the
21 3-3 and said the motion or the grievance was
22 denied.

23 MR. CHAIRMAN: And Ms. Richard,
24 I'll also let you know, I wrote to Jerry Egan
25 and I told him that I wasn't going to be able to

1 make it that day, so I would have been the

2 fourth vote either side, and Jerry and you and
3 the rest of your organization decided to go
4 forward on that night.

5 MS. RICHARD: Well, we have a lot
6 of grievances and so we don't want to overburden
7 a new School Committee in the future, but things
8 have to change as to how votes are handled.
9 Thank you for your time.

10 MR. CHAIRMAN: Thank you,
11 Ms. Richard. Scott Germadnik.

12 MR. GERMADNIK: I'll start with a
13 couple of notes I made tonight, then I'll move
14 on. Property assessment, I'd like to know more

15 about it. Something that peaks my interest a
16 little bit.

17 **MR. CHAIRMAN:** They're publicly
18 advertised on the Secretary of State's website.
19 Mr. Wood, would you be so kind to get
20 Mr. Germadnik's e-mail address and e-mail him of
21 your next meeting?

22 **MR. GERMADNIK:** I can check the
23 website, that's how I've been getting the
24 updates on this. If it's there, that's fine.
25 I'd like to say that the five-year

1 plan happens to include incentives and
2 initiatives looking for energy savings and cost
3 reductions. From a utility standpoint, I know
4 some utility providers provide refunds and
5 grants if you can demonstrate certain energy
6 savings. My company just received a hundred
7 thousand dollars off a three hundred
8 thousand-dollar project which is (inaudible)
9 ready equipment.

10 To me just shooting from the hip,
11 not knowing the background on sump pumps and
12 Band-Aids, hopefully there's a plan in the works

13 to solve the water issue, not just put a bigger
14 pump in so there's no water coming in.

15 We saw a nice Strategic Plan

16 tonight. I was very impressed. The meetings
17 that I have been coming to I've heard all about
18 the goals, a lot of contract reviews, different
19 kinds of goals that have been set. I've seen
20 very little and heard very little about the
21 committee goals since I've been here. I
22 encourage the committee, whether you're
23 returning, to use those frequently.

24 As the lady earlier spoke, the
25 community tells you what is going on, you're

1 just not seeing it. Home schooling, I assume,
2 is going up from what I can tell. People are
3 going to private schools. There's a reason for
4 it.

5 The parents aren't here, there's
6 more seats empty than I would like to see. They
7 don't see any benefit in coming because there's
8 nothing that they can see. They don't see the
9 accomplishments. They see the structural stuff
10 at the open house, which is very nice, but they

11 don't see the work to get to the next level.

12 Use this Strategic Plan to your

13 advantage. Post it frequently. Talk about

14 what's being done to achieve those goals and how

15 you're getting there, because if you don't, the

16 public is not going to know it, and they're not

17 going to have any desire to come in here, so

18 they're going to stay at home, assuming nothing

19 is getting done, it's the same old bickering and

20 arguing, and we'll come back in another week and

21 go through the same routine over again. That's

22 what I see, that's what a lot of other people

23 see.

24 So I hope you take that to heart,

25 use those as the committee's goal and set

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1 benchmarks and meet them and demonstrate that.

2 It will do yourselves a lot of good come

3 reelection time, and it will do the community a

4 lot of good in general.

5 Finally, there are two sections in

6 here that got my attention. One was interviews

7 on what you're going to bring to the committee

8 if and when reelected. The other, not so much.

9 Two of the interviews talked about
10 specifics that they hope to bring, the others
11 talk about what everybody as a whole did or what
12 others have told them they'd like to see done,
13 or attitude changes. I'd like to challenge
14 everybody up there in the next two or three
15 weeks, the next time I open this, tell me how
16 you're going to meet that Strategic Plan. Don't
17 tell me you're going to change somebody's mind
18 or mindset, because it's not going to happen by
19 you saying you're going to do it. It's going to
20 happen by you showing them what you're going to
21 do and showing them that you're doing it.

22 And the other section, this is a
23 high school auditorium, it doesn't mean
24 sophomoric games need to be played. I would be
25 embarrassed if I acted that way. I would be

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1 embarrassed if my kids would pick this up and
2 see that I did half of what happened in this
3 article. If it was that critical and that
4 important, bring it up when it happens, not when
5 it's convenient.

6 MR. CHAIRMAN: Karen MacBeth?

7 Karen, the same rules apply to you as other
8 members of the public.

9 MS. MACBETH: Thank you.

10 Karen MacBeth. I'm speaking as a parent and a
11 community member. I didn't plan on what I was
12 going to say here, but after Mr. Kelly spoke and
13 Mr. Thibodeau is going to respond, I just want
14 to say one of the things that was brought up,
15 and it was brought up before, and I didn't
16 respond in the newspaper because I thought there
17 was no interest in responding to the negativity
18 that took place prior to the primary campaign.

19 But as a parent I looked at what I

20 could do to make this committee stronger and
21 better for our children, so what I did was I
22 contacted the federal government and I got the
23 information on the corporal (phonetic) laws, and
24 what that exactly means is confidentiality for
25 our students.

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1 From then I spoke to Mr. Rotella
2 about drafting policy language so that it would
3 never happen again for our students or our
4 parents. I'm currently working on that and

5 would like to, at some point, bring that to the
6 committee for approval.

7 Unfortunately, I have not gotten
8 that completed yet to bring to everybody, but in
9 the negativity that has come out, I want to turn
10 it and make it positive so it never happens
11 again. And I hope that in doing that, maybe the
12 community can see and the School Committee can
13 see that we can do things in a positive way.

14 Just on a last note, I would hope
15 that the breaking of confidentiality does stop.
16 We're a committee that goes into Executive
17 Session for a reason, and we're bound to keep

18 our word that what happens in Executive Session
19 stays in Executive Session, and I hope you all
20 realize that.

21 MR. CHAIRMAN: Thank you, Mrs.

22 MacBeth.

23 The next item on the agenda is

24 School Committee Comments, Liaison Reports.

25 Mr. Pearson requests the unanimous consent of

1 the School Committee to address the School

2 Committee.

3 MR. WOOD: So moved.

4 MR. COSTA: Second.

5 MR. CHAIRMAN: All those in favor?

6 Opposed? The ayes have it. Go ahead.

7 MR. PEARSON: I'd like to go back

8 to Grievance No. 3 for a second for further

9 clarification.

10 When you had a motion to approve

11 that grievance, in a 3-to-3 vote, the motion

12 would fail, not the grievance. So are we saying

13 the motion failed but the grievance is still

14 pending? Because in order for that grievance to

15 not be approved, you have to make a motion not

16 to approve the grievance.

17 MR. CHAIRMAN: Mr. Rotella?

18 MR. ROTELLA: Mr. Chairman, as I

19 understand, the vote that was taken tonight on

20 Grievance No. 3, there was a 3-to-3 vote not to

21 sustain -- or not to sustain that particular

22 grievance and either support the ICSE position

23 or to support the School Department position.

24 This is not an issue of a grievance being

25 approved. The grievance is part of the process

1 that takes place under the contract through the
2 Cumberland School Department and the ICSE union.
3 That contract provides for several steps in the
4 grievance procedure. What happened before the
5 School Committee last week and the vote that was
6 taken tonight was only one of the steps in that
7 grievance procedure. It does not mean that the
8 grievance is no longer viable, it means if the
9 union at this point in time chooses to, they can
10 go to the next step in the grievance procedure
11 which is arbitration.

12 MR. CHAIRMAN: Thank you,

13 Mr. Rotella.

14 **MR. PEARSON:** Just one more
15 **clarification. You were saying it was neither**
16 **sustained or not sustained, correct, so**
17 **basically nothing happened?**

18 **MR. ROTELLA:** Right.

19 **MR. CHAIRMAN:** It was denied. You
20 **have to have a majority to win.**

21 **MR. PEARSON:** But the motion
22 **itself, there was not a motion to sustain or not**
23 **sustain, so at this point there's no action.**

24 **MR. CHAIRMAN:** As Mr. Rotella
25 **explained, the next step is if the union wants**

1 to, the union can go to arbitration on it as per
2 their contract.

3 MR. PEARSON: Respectfully, I would
4 think that it would still be here simply because
5 there's no -- I would suggest that the School
6 Committee make a motion to sustain or not to
7 sustain and that would be a viable option, but I
8 don't think I'm going to get that from
9 Mr. Rotella or you, so I'll leave it at that.

10 That's just my opinion on this matter. Thank
11 you for your time.

12 **MR. CHAIRMAN:** You want to address
13 that, Mr. Rotella?

14 **MR. ROTELLA:** I will not address
15 that. I think I was speaking very clearly.
16 Hopefully it was understood by the School
17 Committee, who is in fact charged with the
18 responsibility of hearing this grievance at this
19 particular level.

20 **MR. CHAIRMAN:** Next on the agenda
21 is the School Committee Comments. Mr. Wood?

22 **MR. WOOD:** Nothing at this time.

23 **MRS. BEAULIEU:** No.

24 **MRS. MACBETH:** Yes. I believe it

25 was at our last meeting, a community member

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1 brought up the math investigation in the online
2 or computer support, and if there's an update on
3 that?

4 **MS. CARNEY:** We anticipate that by
5 the end of next week SuccessNet will be online
6 and accessible for K through 5.

7 **MR. CHAIRMAN:** Thank you,
8 Dr. Carney. Mrs. MacBeth?

9 **MRS. MACBETH:** No.

10 **MR. WAGNER:** I'm all set,

11 **Mr. Chair.**

12 **MR. COSTA:** I'd like to defer and

13 **come back.**

14 **MR. CHAIRMAN:** Mr. Thibodeau, you

15 **want to do the same thing?**

16 **MR. THIBODEAU:** You know, the last

17 **two years have been very, very -- I guess all**

18 **seven of us will say challenging. For a 14-year**

19 **member, I've been through a lot of things, and I**

20 **usually tell it like it is, and so tonight I'm**

21 **going to continue to tell it like it is.**

22 **As far as what Mr. Kelly said about**

23 the MacBeth thing, that was an agenda item, it
24 was a discussion about legal bills, and all of
25 those things are public record. I stand on

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1 that.

2 Now, the altercation with Earl at
3 the height of the last CTA contract, that has
4 been in the paper. Earl and I apologized to
5 each other, we haven't had one instant,
6 indication of anything since that. I think Earl
7 would agree.

8 And I don't care who you are, if
9 you heard somebody -- what he said about my
10 mother, you know, you'd have to respond, I
11 think, or you're not a man. And I did, I
12 responded in a way that I regret. I took full
13 responsibility for it. I can't even tell you
14 what he said because I can't say it at a School
15 Committee meeting. It was egregious that he
16 repeats it twice, unless, Earl, you want to tell
17 them.

18 The third thing is what you said
19 about a lawsuit ready to happen. I'll let you
20 be the judge. The letter by Mr. Vincent

21 Santinelli who is the NEA --

22 MR. COSTA: Can I get a legal

23 opinion, Mr. Chairman?

24 MR. CHAIRMAN: You don't even know

25 what he's going to talk about, do you,

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1 Mr. Costa?

2 MR. COSTA: I'm sure.

3 MR. THIBODEAU: "Please excuse the

4 use of this e-mail rather than a letter. I

5 wanted this message to get to you as soon as

6 possible. I'm writing in regards to a report I
7 have received regarding the recent contact
8 exhibited by Donald Costa, a member of the
9 Cumberland School Committee which appeared to be
10 related to his disagreement with the resolution
11 of a matter by the administration and the union.
12 On Friday May 9th, 2008, Mr. Costa appeared at
13 the classroom of Blank, I'm not going to mention
14 the name, and directed her to step out of the
15 corridor, at which time he began to interrogate
16 her in a loud voice. He demanded to see Blank
17 and Blank, he threatened to go to the
18 newspapers. In a fit of rage he slammed the

19 classroom door, he then proceeded to Blank
20 classroom. Although Blank was teaching a class,
21 Mr. Costa demanded in a loud and aggressive
22 voice that she leave the class to speak with
23 him. Mrs. Blank declined to do so. Mr. Costa
24 remained outside the classroom for a period of
25 time, causing Mrs. Blank to feel intimidated.

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1 She was able to avoid Mr. Costa. She remained
2 intimidated by --"
3 MR. COSTA: Joe --

4 MR. ROTELLA: Mr. Chairman --

5 MR. CHAIRMAN: Yes, Mr. Rotella.

6 MR. ROTELLA: Mr. Chairman, we are

7 well off base with regard to School Committee

8 Comments and Liaison Reports. If in fact the

9 School Committee wants to discuss a particular

10 issue, I believe they have the ability to do

11 that, they should agenda it, put it on the

12 agenda and bring it forward as an agenda item.

13 Under the Liaison Reports, I

14 believe it's totally out of order, okay, and I

15 respect everyone on this committee to have their

16 own opinion as to what, why and when things

17 happen, but by the same token, I believe it's
18 out of order at this point in time. I would
19 recommend that we stop at this point in time.

20 MR. THIBODEAU: I will defer to
21 legal counsel and put it on the next agenda.

22 MR. CHAIRMAN: Thank you,
23 Mr. Thibodeau. Mr. Wood?

24 MR. WOOD: Mr. Chairman, I would
25 also like to have an investigation on how all

1 these documents are getting out now, things that

2 have been discussed in public session and only
3 one committee member has copies of all these
4 documents. I'd like a full investigation.

5 MR. THIBODEAU: Just ask for them
6 and you'll get them.

7 MR. WOOD: They're not supposed to
8 be breaking out of Executive Session, Bob. You
9 know the rules.

10 MR. THIBODEAU: I don't think that
11 was an Executive Session.

12 MR. WOOD: Yes, it was.

13 MR. CHAIRMAN: On the basis of what
14 the legal just said, I would like to put this on

15 the agenda item.

16 What would you like to call it?

17 (AUDIENCE SHOUTING)

18 MR. CHAIRMAN: Quiet, quiet up

19 there, please.

20 (AUDIENCE SHOUTING)

21 MR. CHAIRMAN: Mr. Costa?

22 MR. COSTA: Stick around for my

23 presentation of this.

24 Scott, I've been on this committee

25 as long as Mr. Thibodeau, 14 years, and I've

1 **given everything for this community. I've done**
2 **everything by the book. I've been visible in**
3 **all schools. I've attended many, many functions**
4 **within the school, social events. This is an**
5 **assassination of my character.**

6 **Let me put this aside --**

7 **MR. CHAIRMAN: Mr. Costa, you may**
8 **be a little off base right now --**

9 **(AUDIENCE SHOUTING)**

10 **MR. CHAIRMAN: It'll be on the**
11 **agenda for next time, you can prepare for it**
12 **next time. Mr. Germadnik, please sit down.**

13 Please sit down.

14 MR. COSTA: Mr. Chairman, may I

15 have the right to --

16 MR. CHAIRMAN: Sorry, Mr. Costa, I

17 think you're out of order. Do you have anything

18 further to say that might be germane?

19 MR. COSTA: No. Germane? I don't

20 know Jermaine. I know Jermaine Dye, he plays

21 with the White Sox. Is that what you mean?

22 MR. CHAIRMAN: I don't think we

23 have a quorum.

24 MR. WOOD: We have enough,

25 Mr. Chairman, and I'd like to make a motion to

1 **adjourn.**

2 **MR. WAGNER: Second.**

3 **MR. CHAIRMAN: All those in favor?**

4 **Opposed? Hearing no opposition, they ayes have**

5 **it.**

6 **(HEARING CONCLUDED AT 10:15 P.M.)**

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1 **C-E-R-T-I-F-I-C-A-T-E**

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3 **I, PAULA J. CAMPAGNA, CSR, a Notary**
4 **Public, do hereby certify that the foregoing is**
5 **a true, accurate, and complete transcript of my**
6 **notes taken at the above-entitled hearing.**

7

8 **IN WITNESS WHEREOF, I hereunto set my**
9 **hand this 30th day of October, 2008**

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12 **PAULA J. CAMPAGNA, CSR, NOTARY PUBLIC/CERTIFIED**
13 **COURT REPORTER**

13

MY COMMISSION EXPIRES: March 30, 2010

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IN RE: Cumberland School Committee Meeting

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DATE: October 9, 2008

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